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ABSTRACT

In April 1988, as part of an annual survey conducted at Milwaukee Area Technical College (MATC), students were asked to assess the institutional attitudes of MATC toward women and minorities and to indicate whether they had experienced discrimination because of race, religion, sex, ethnic background, or handicap. In addition, students were asked about the manner in which they were treated by instructors and other MATC employees. A sample of 7,362 students responded to the survey, including 1,009 Black students, 207 Hispanics, 204 Asians, and 76 American Indians. Study findings included the following: (1) 9% of the students indicated that they had experienced discrimination, an increase of 1% from the previous year; (2) day students had experienced more discrimination than evening students; (3) 20% of the Black respondents reported that they had experienced discrimination, compared to 6% of the White females and 7% of the White males; (4) 21.4% of the handicapped respondents had experienced discrimination; (5) more than 95% of the respondents to this survey and previous surveys conducted in 1986 and 1987 felt that the institutional attitude of MATC toward women was "Ok", "Good," or "Excellent"; and (6) 65% of the White students indicated that MATC's institutional attitude toward minorities was "of no concern to me" or "I cannot evaluate this," while more than 86% of the minority respondents to the question indicated that MATC's attitude was "Ok", "Good," or "Excellent." (AYC)

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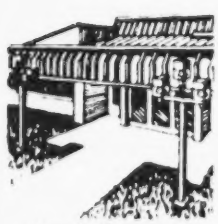
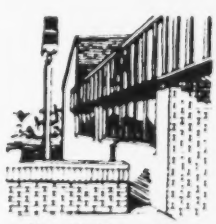
MATC STUDENT OPINIONS REGARDING DISCRIMINATION AND MATC INSTITUTIONAL ATTITUDES TOWARD WOMEN AND MINORITIES

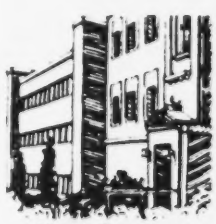
AUGUST 1988

MILWAUKEE AREA TECHNICAL COLLEGE
Department of Research, Planning, and Development

Milwaukee Campus


North Campus


South Campus


West Campus

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Equal Opportunity and Affirmative Action Commitment

MATC is committed to equal opportunity in admissions, educational programs, and employment policies. It is the policy of MATC not to discriminate against qualified individuals on the basis of race, color, national origin, ancestry, religion, creed, sex, sexual orientation, age, handicap, arrest or conviction record, veteran status, or other protected class status, as required by law, in employment or in access to courses, programs, and extracurricular activities.

MATC will comply fully with applicable state and federal Equal Opportunity and Affirmative Action laws, executive orders, and regulations.

PREFACE

As part of the continuous evaluation and planning process of the Milwaukee Area Technical College, a sample of 7,362 students was surveyed in April 1988. A random sample of this size with a college population of about 32,000 at the time of the survey should provide data with an accuracy of 1% at a confidence level of 99%. The results of this survey are being published in three separate reports.

1. A report on MATC Student Opinions Regarding Discrimination and MATC Institutional Attitudes Toward Women and Minorities.

2. A Student Survey Report for distribution locally, statewide, nationally, and internationally.

3. A Student Survey Report (comprehensive version) that includes detailed information and analysis of results for MATC research and planning utilization.

This report was prepared to summarize student opinion regarding some sensitive issues that confront educational institutions everywhere. The report should be useful to MATC administration and students in discussions and planning of activities to alleviate possible problems in the areas of discrimination and treatment of students. The report has been distributed to the MATC Board and Administration, other State VTAE Districts, and State Board staff.

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MATC STUDENT OPINIONS REGARDING DISCRIMINATION AND MATC INSTITUTIONAL ATTITUDES TOWARD WOMEN AND MINORITIES

INTRODUCTION

Since 1972, eleven MATC Student Surveys have been done. In the 1986 MATC Student Survey, three new questions were added to the survey instrument which were also used in 1987 and 1988 to indicate student opinions regarding discrimination and institutional attitudes toward women and minorities. The questions are:

> Have you experienced discrimination at MATC because of your race, religion, sex, ethnic background, or handicap? A. Yes B. No
>
> The MATC institutional attitude toward women with regard to equal educational opportunity and equal access to programs is ...
>
> The MATC institutional attitude toward minorities with regard to equal educational opportunity and equal access to programs is ...
>
> Choices for these two questions are:
>
> A. Excellent
> B. Good
> C. OK
> D. Poor
> E. Terrible
> F. Of no concern to me
> G. I cannot evaluate this

A mean is calculated for evaluative items based upon the following values: Excellent = 4, Good = 3, OK = 2, Poor = 1, and Terrible = 0. A mean above 2.5 would have more than 50% of responses being good or excellent. A mean around 2.00 or below would be a poor rating. Not included in the calculation of the mean are the responses of those who chose not to rate the item; i.e., selected "Of no concern to me," "I cannot evaluate this," or omitted the item.

As part of this report, in addition to these three questions, two other questions which have been used since 1972 on student surveys were analyzed.

> The manner in which I have been treated (respectfulness, courteousness, helpfulness) by the MATC instructors has been ...
>
> The manner in which I have been treated (respectfulness, courteousness, helpfulness) by the MATC nonteaching employees has been ...

The 1988 Student Survey, which includes 1,496 minority students (204 Asian, 76 American Indian, 1,009 Black, and 207 Hispanic), was conducted in April 1988.

ANALYSIS OF RESPONSES

Responses of students by sex and ethnic origin to the question "Have you experienced discrimination at MATC because of your race, religion, sex, ethnic background, or handicap?" are shown in Table 1, page 3 (also see Graph 1, page 4). Overall, the percentage of students experiencing discrimination decreased from 9% in 1986 to 8% in 1987 and returned to 9% in 1988.

1. Overall, day students have indicated they have experienced more discrimination than evening students.

2. A majority of day and evening students (about 90%) have not experienced discrimination. Males indicated slightly more discrimination than females in 1986 and 1987 (less than 1% difference) but females indicated slightly higher discrimination 9.6% compared to males 9.3% in 1988.

3. Although a majority of minority students have not experienced discrimination (more than 80%), minority students indicate more discrimination than white students.

4. Black students, about 20% overall, indicated the highest rate of discrimination.

5. White females show the lowest overall experience of discrimination, about 6%. About 7% of white males indicate discrimination.

Responses of handicapped students to the question regarding discrimination and opportunity and access of women and minorities are shown in Table 1, page 3.

1. Although a majority of handicapped students indicate no discrimination (about 79%), a larger percentage of handicapped students (21.4%) indicated experience of discrimination than women or minority students. A factor which cannot be evaluated in this survey is the relation of the type and severity of handicap and feelings of discrimination.

2. Ratings of handicapped students of opportunity and access for women and minorities were similar to those of other Day and Evening students.

It is suggested that a separate study of handicapped students be done to determine their specific concerns.

TABLE 1

1988 TOTAL DAY AND EVENING STUDENT RESPONSES
South, North, Milwaukee, and West Campuses or 18 Evening Centers

QUESTION 10 - Have you experienced discrimination at MATC because of your race, religion, sex, ethnic background, or handicap?

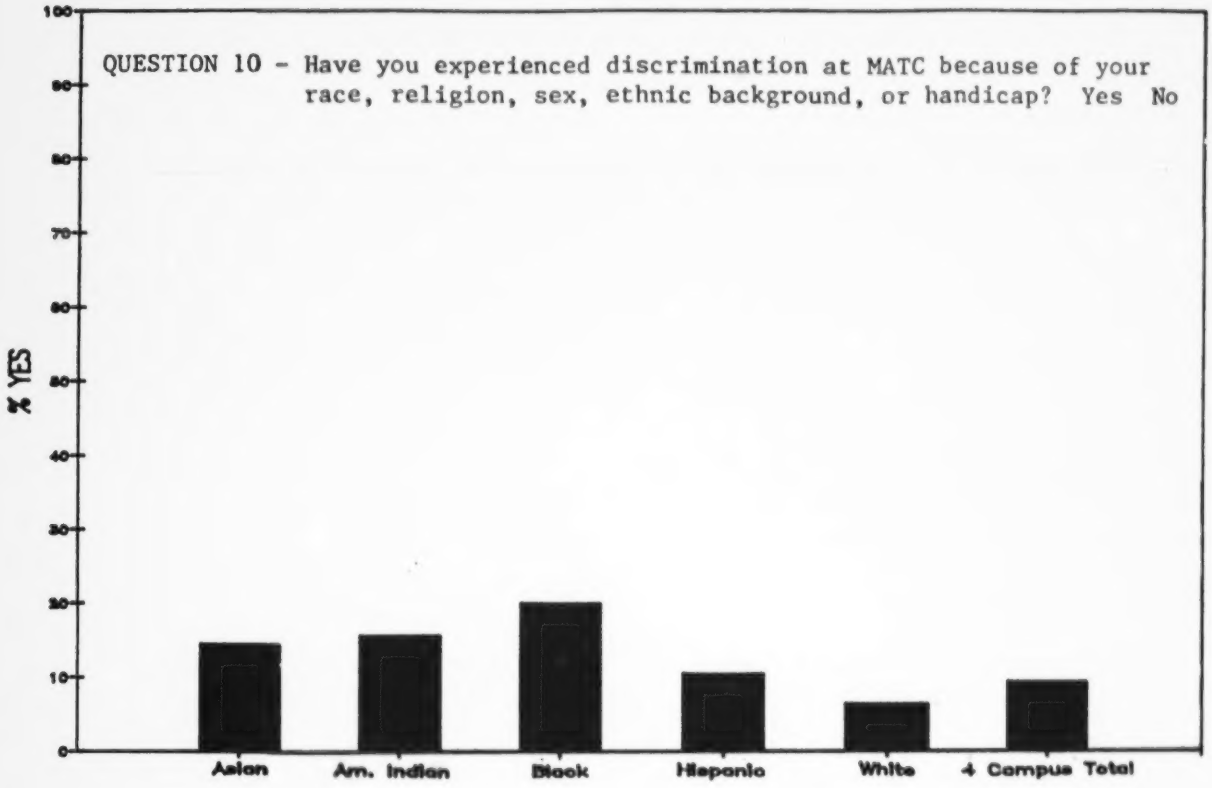
	4 Campuses Males N = 2,587	4 Campuses Females N = 3,165	4 Campuses Handicapped N = 342	Campus Total N = 5,794	Evening Centers N = 1,166
Yes	9.3%	9.6%	21.4%	9.5%	3.1%

	4 Campuses Asian N = 204	4 Campuses Am. Indian N = 76	4 Campuses Black N = 1,009	4 Campuses Hispanic N = 207	4 Campuses White N = 4,238	4 Campuses Total N = 5,794
Yes	14.7%	15.8%	20.1%	10.6%	6.5%	9.5%

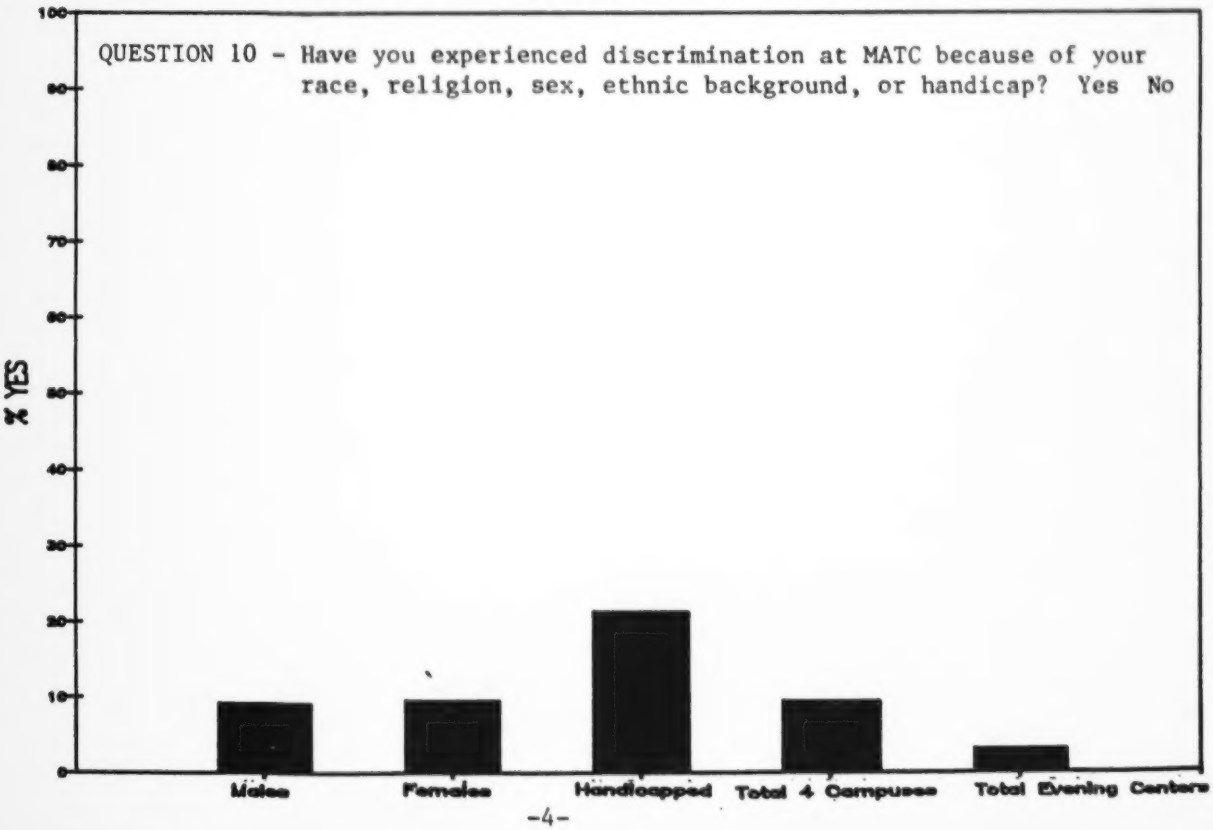
As indicated in the table above, a large majority of MATC students of different ethnic origin have indicated they have not experienced discrimination at MATC.

GRAPH 1

1988 DAY AND EVENING STUDENT RESPONSES BY ETHNIC ORIGIN



1988 DAY AND EVENING STUDENT RESPONSES



Responses to the question "The MATC institutional attitude toward women with regard to equal educational opportunity and equal access to programs is ..." are shown in Tables 2 and 4 (also see Graphs 2 and 4), pages 6-11.

1. Overall, a majority of Day and Evening students (more than 95%) in 1986, 1987, and 1988 indicated the institutional attitude toward women was OK, Good, or Excellent.

2. Both males and females rated institutional attitude toward women highly but women rated their opportunities slightly higher than men did in all ethnic categories. Overall, more than 95% of women rated the MATC institutional attitude OK, Good, or Excellent (about 68% Good or Excellent) as compared to 94% of men.

3. White females rated opportunities for women the highest with about 97% to 98% of Day and Evening students indicating a rating of OK, Good, or Excellent in 1986, 1987, and 1988.

4. Although a majority of minority students (more than 90%) rated opportunities and access for women OK, Good, or Excellent, their ratings were generally lower than white students in 1986, 1987, and 1988.

Responses of Day and Evening students to the question "The MATC institutional attitude toward minorities with regard to equal educational opportunity and equal access to programs is ..." are shown in Tables 3 and 5 (also see Graphs 3 and 5), pages 6-11.

1. Evening center students who responded rated opportunities and access for minorities higher than day and evening students at campus locations. More than 98% evening center students rated opportunities OK, Good, or Excellent and only 1.8% Poor or Terrible.

2. A majority, about 65%, of white day and evening students at evening centers and campuses responded either "Of no concern to me" or "I cannot evaluate this."

3. A majority of day and evening minority students (about 78%) responded to the question and a majority (more than 86%) responded either OK, Good, or Excellent. There was some decrease in ratings from 1987 to 1988. Day minority student ratings were lower than evening students.

4. Hispanic ratings increased in 1988. Hispanics had the highest ratings for minorities with about 67% evaluating Good or Excellent and about 6% responding Poor or Terrible.

5. A majority (more than 50%) of minority students Day/Evening gave a rating of Good or Excellent for opportunity and access for minority students in the last three years.

TABLE 2
1988 DAY AND EVENING STUDENT RESPONSES

QUESTION 52 - The MATC institutional attitude toward women with regard to equal educational opportunity and equal access to programs is:

Response	Campuses: Males	Campuses: Females	Male & Female Eve. Centers	District Handicapped	District Total 1988
Mean	2.79	2.83	3.00	2.68	2.85
Excellent	19.4%	21.1%	23.2%	20.4%	21.0%
Good	48.0%	46.4%	56.5%	39.8%	48.1%
OK	26.7%	27.9%	18.6%	30.4%	26.3%
Poor	4.1%	3.5%	0.5%	6.1%	3.3%
Terrible	1.7%	1.1%	1.2%	3.3%	1.3%
% Response	35%	63%	37%	53%	48%
N =	2,587	3,165	1,166	342	6,960

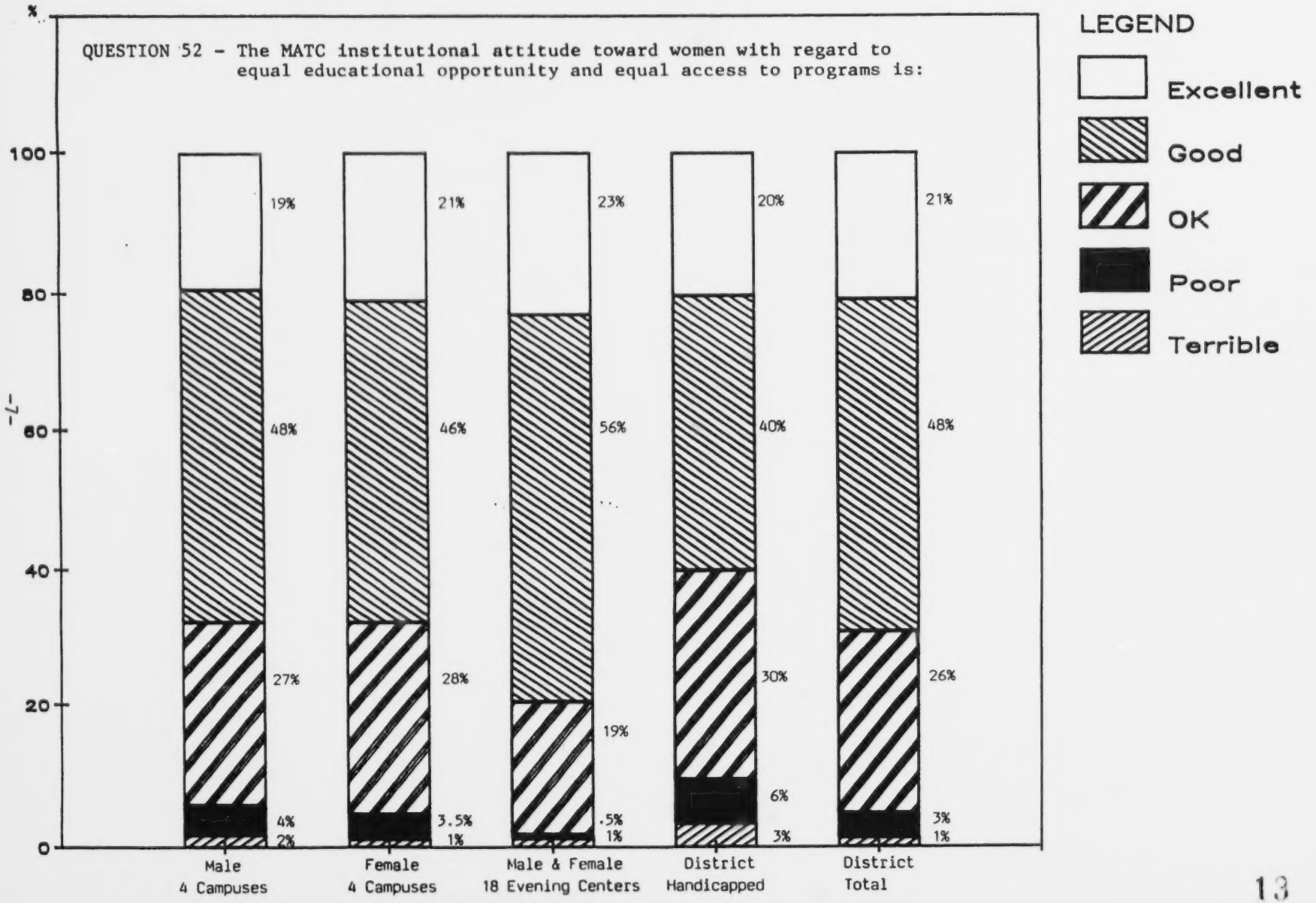
TABLE 3
1988 DAY AND EVENING STUDENT RESPONSES

QUESTION 53 - The MATC institutional attitude toward minorities with regard to equal educational opportunity and equal access to programs is:

Response	Males Campus	Females Campus	Male & Female Eve. Centers	District Handicapped	District Total 1988
Mean	2.72	2.73	3.04	2.73	2.79
Excellent	19.5%	19.0%	24.6%	19.0%	19.7%
Good	43.0%	43.7%	56.6%	43.7%	44.6%
OK	30.0%	30.3%	17.0%	30.3%	29.0%
Poor	5.3%	5.6%	1.4%	5.6%	5.1%
Terrible	2.2%	1.4%	0.4%	1.4%	1.6%
% Response	45%	51%	24%	57%	44%
N =	2,587	3,165	1,166	342	6,960

GRAPH 2

1988 DAY AND EVENING STUDENT RESPONSES



GRAPH 3

1988 DAY AND EVENING STUDENT RESPONSES

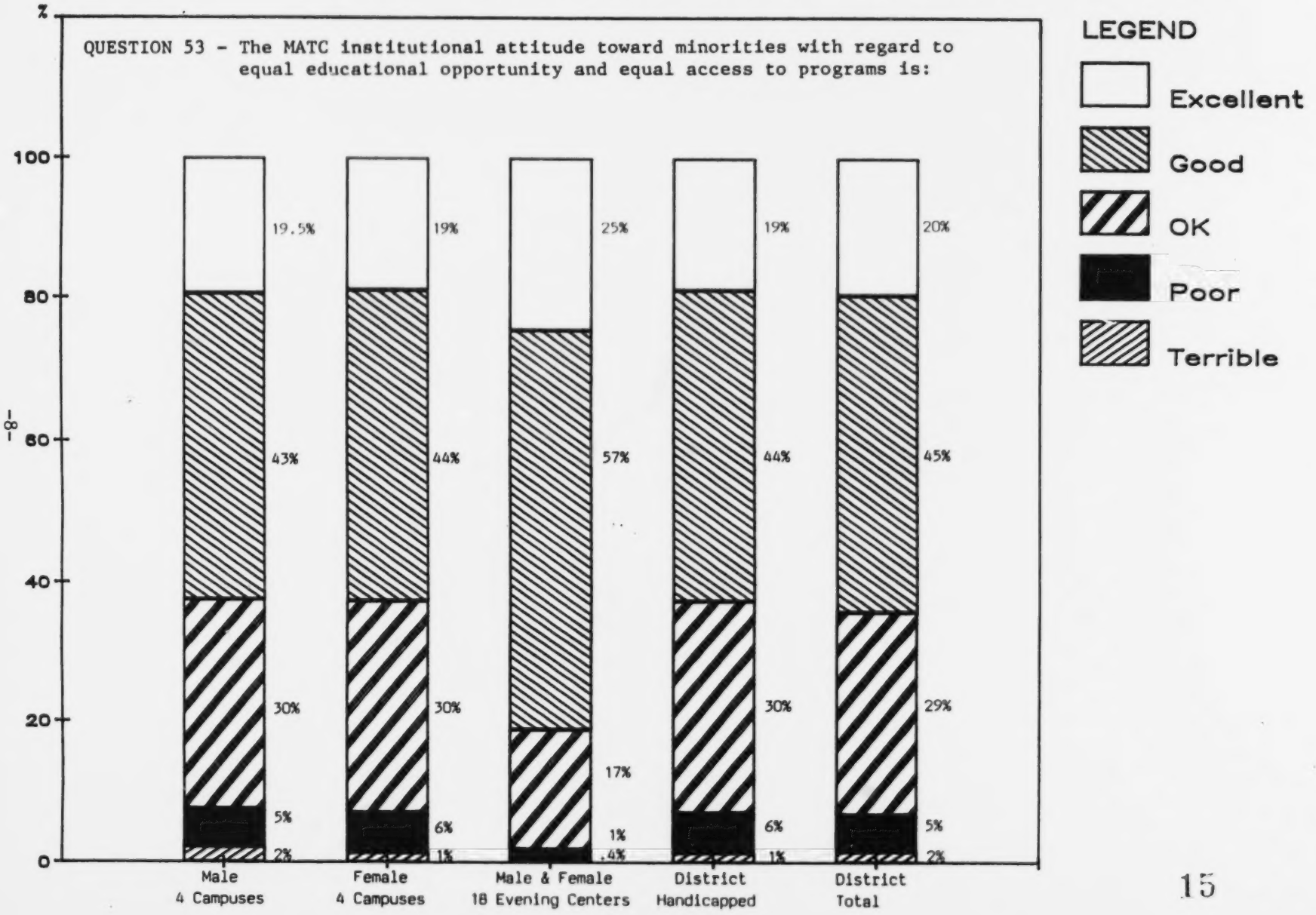


TABLE 4
1988 STUDENT RESPONSES
TOTAL FOUR CAMPUS LOCATIONS BY SEX AND ETHNIC ORIGIN

QUESTION 52 - The MATC institutional attitude toward women with regard to equal educational opportunity and equal access to programs is:

	Asian		Amer. Indian		Black		Hispanic		White		District	
Response	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Mean	2.59	2.72	2.50	2.63	2.66	2.65	2.81	2.98	2.86	2.89	2.79	2.83
Excellent	10.1%	15.2%	20.0%	10.0%	15.3%	18.2%	21.4%	29.1%	21.6%	22.2%	19.4%	21.1%
Good	46.8%	43.5%	30.0%	43.3%	46.5%	37.6%	50.0%	46.5%	48.9%	49.3%	48.0%	46.4%
OK	36.7%	39.1%	40.0%	46.7%	30.0%	36.8%	19.1%	18.6%	24.8%	24.7%	26.7%	27.9%
Poor	5.1%	2.2%	0.0%	0.0%	5.9%	5.9%	7.1%	4.7%	3.1%	2.8%	4.1%	3.5%
Terrible	1.3%	0.0%	10.0%	0.0%	2.4%	1.5%	2.4%	1.2%	1.5%	1.0%	1.7%	1.1%
% Response	62%	60%	33%	67%	50%	70%	47%	74%	31%	61%	36%	63%
N =	127	77	30	45	339	656	89	117	1,969	2,250	2,587	3,165

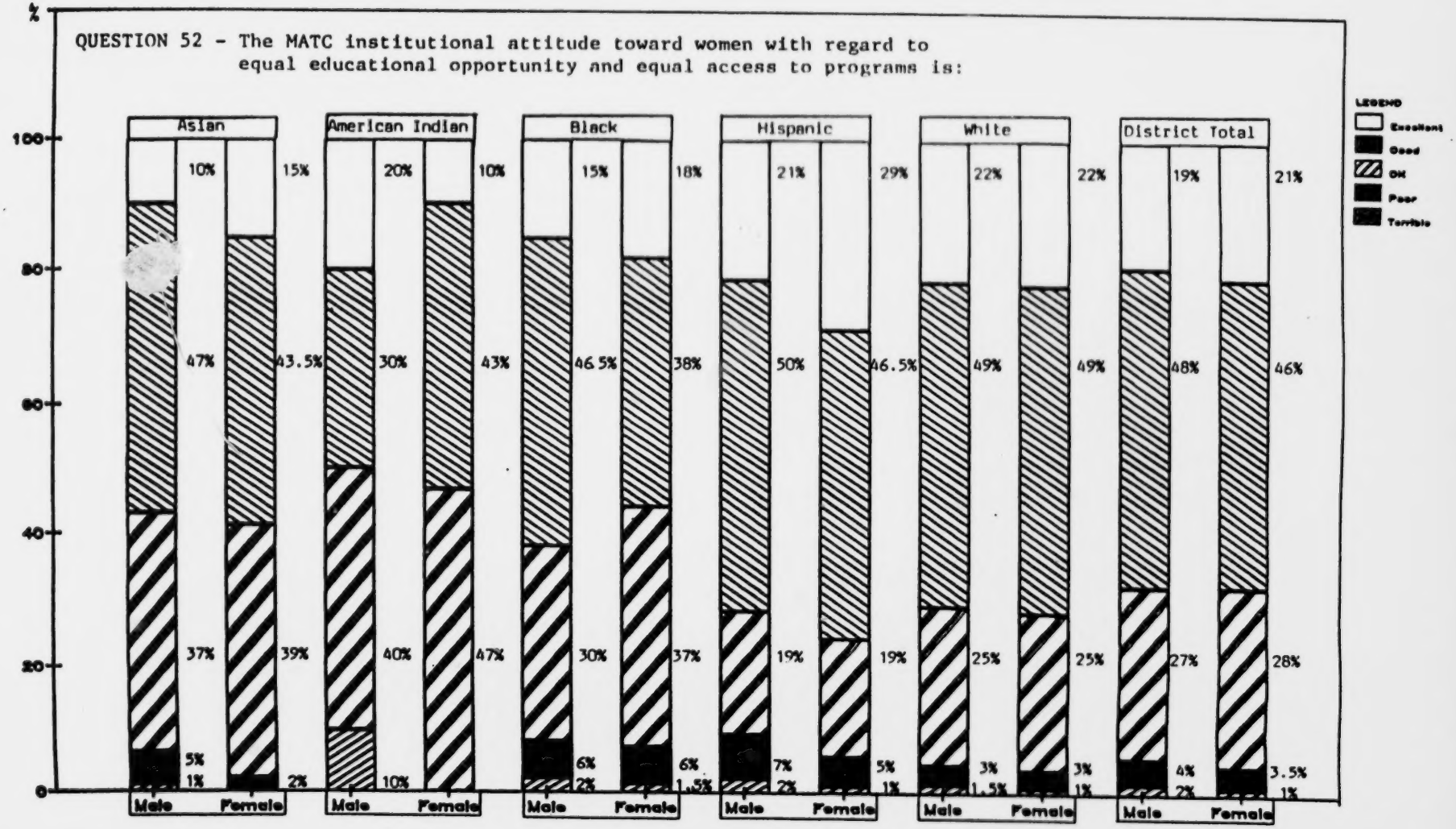
TABLE 5
1988 STUDENT RESPONSES
TOTAL FOUR CAMPUS LOCATIONS BY SEX AND ETHNIC ORIGIN

QUESTION 53 - The MATC institutional attitude toward minorities with regard to equal educational opportunity and equal access to programs is:

	Asian		Amer. Indian		Black		Hispanic		White		District	
Response	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Mean	2.47	2.73	2.52	2.44	2.54	2.44	2.82	2.87	2.82	2.89	2.72	2.73
Excellent	9.1%	18.4%	23.0%	2.3%	15.6%	12.6%	22.7%	28.6%	21.8%	22.4%	19.5%	19.1%
Good	39.4%	36.7%	19.1%	44.4%	39.2%	34.5%	42.4%	39.6%	45.8%	49.6%	43.0%	43.7%
OK	43.4%	44.9%	42.9%	47.2%	32.3%	39.8%	30.3%	24.2%	26.8%	24.1%	30.0%	30.3%
Poor	6.1%	0.0%	14.3%	5.6%	9.9%	11.0%	3.0%	5.5%	3.5%	2.9%	5.3%	5.6%
Terrible	2.0%	0.0%	0.0%	0.0%	3.0%	2.2%	1.5%	2.2%	2.1%	1.1%	2.2%	1.5%
% Response	78%	64%	70%	80%	78%	78%	74%	79%	36%	40%	45%	51%
N =	127	77	30	45	339	656	89	117	1,969	2,250	2,587	3,165

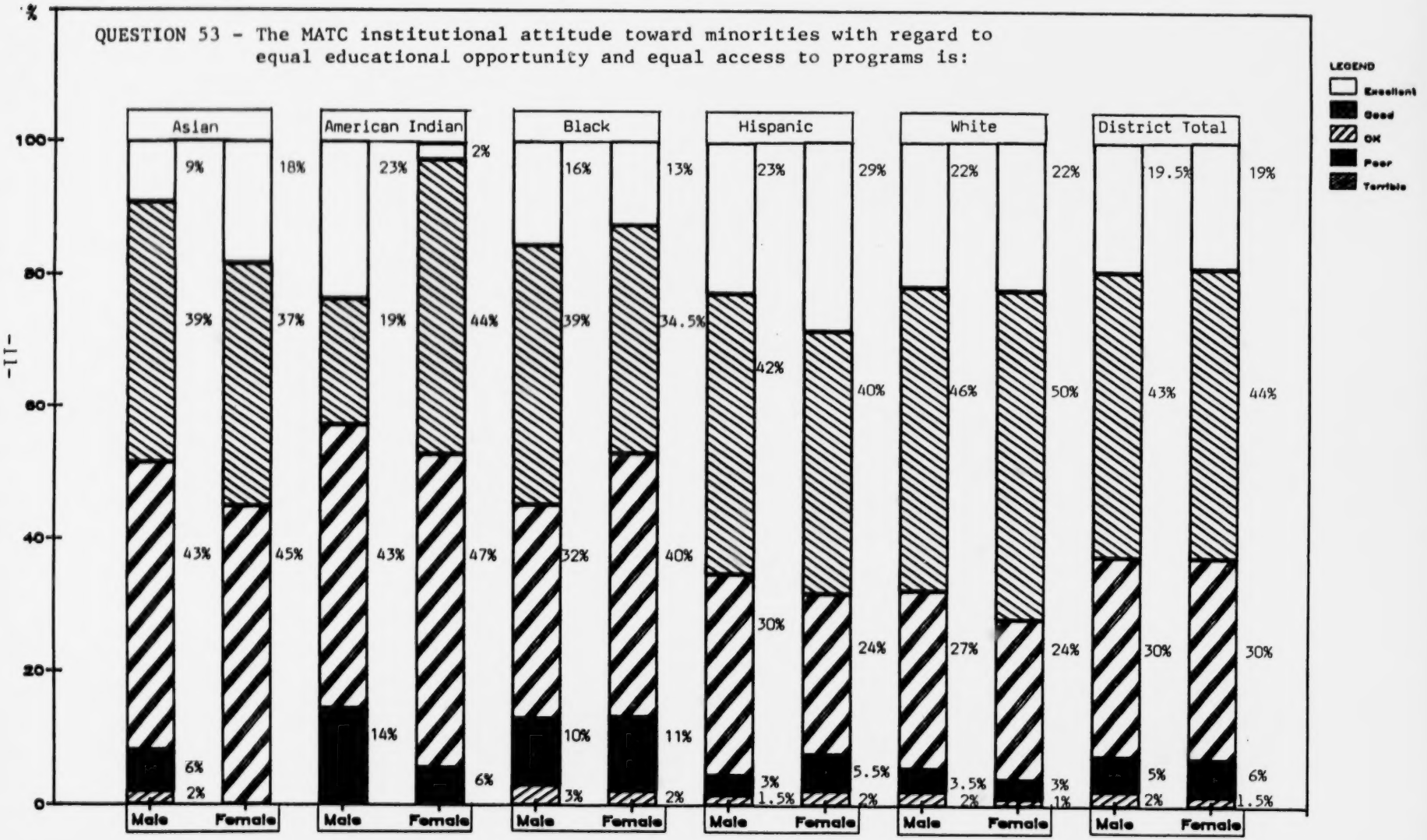
GRAPH 4

1988 STUDENT RESPONSES
TOTAL FOUR CAMPUS LOCATIONS
BY SEX AND ETHNIC ORIGIN



GRAPH 5

1988 STUDENT RESPONSES
TOTAL FOUR CAMPUS LOCATIONS
BY SEX AND ETHNIC ORIGIN



Responses to the two questions on the 1988 questionnaire relating to faculty and staff treatment are shown in Table 6, page 13 (also see Graph 6, page 14). The responses to these questions are consistent with results of the last ten years of Student Surveys. Faculty treatment has been rated number 1 or 2 by Day and Evening students and ethnic groups for ten years. Staff treatment has been in the top ten rated items over the last ten years. The ratings decreased slightly in 1988.

A summary of 1988 responses to the two questions as shown in Table 6 are as follows:

1. With 98% of students in sample responding, more than 80% of MATC students indicated that faculty treatment was Good or Excellent.

2. With 90% of students in sample responding, about 67% of MATC students indicated that staff treatment was Good or Excellent.

3. Day students rated faculty and staff treatment slightly lower than Evening students. Overall, only 3.6% rated faculty treatment Poor or Terrible and 6.5% rated staff treatment Poor or Terrible.

4. Although minority students rated treatment by faculty and staff well, their ratings are lower than white students. However, a majority of minorities Day and Evening rated faculty treatment (more than 70% Excellent or Good) and staff treatment (more than 58% Excellent or Good) highly.

TABLE 6
TOTAL STUDENT RESPONSES FOR FOUR CAMPUS LOCATIONS BY ETHNIC ORIGIN

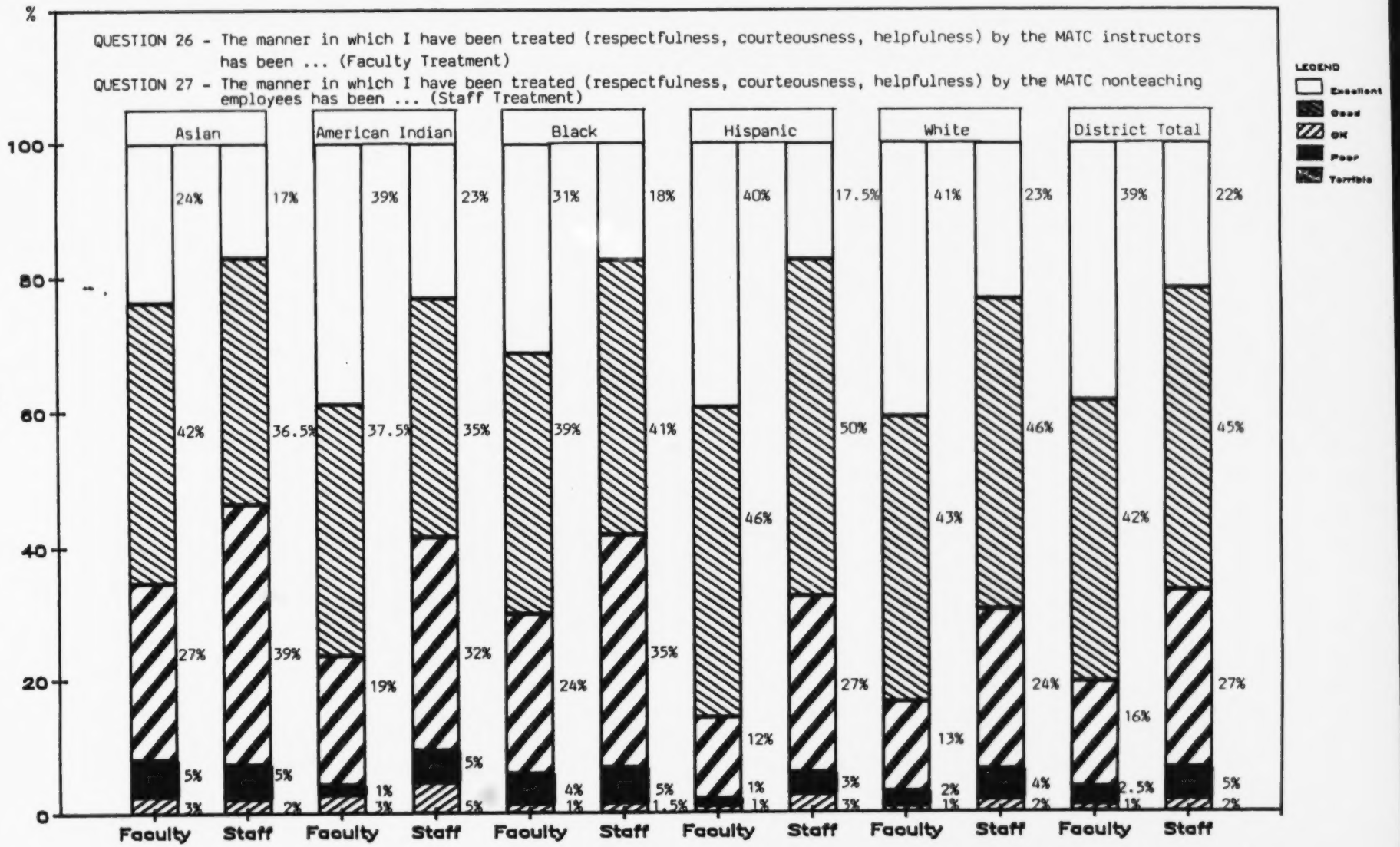
QUESTION 26 - The manner in which I have been treated (respectfulness, courteousness, helpfulness) by the MATC instructors has been ... (Faculty Treatment)

QUESTION 27 - The manner in which I have been treated (respectfulness, courteourness, helpfulness) by the MATC nonteaching employees has been ... (Staff Treatment)

		Mean	Excellent	Good	OK	Poor	Terrible	Response %
Asian	- Faculty Treatment	2.78	45 23.7%	79 41.6%	51 26.8%	10 5.3%	5 2.6%	190 93%
	- Staff Treatment	2.61	31 17.1%	66 36.5%	71 39.2%	9 5.0%	4 2.2%	181 89%
Amer Ind	- Faculty Treatment	3.08	28 38.9%	27 37.5%	14 19.4%	1 1.4%	2 2.8%	72 86%
	- Staff Treatment	2.68	15 23.1%	23 35.4%	21 32.3%	3 4.6%	3 4.6%	65 83%
Black	- Faculty Treatment	2.94	309 31.3%	383 38.8%	237 24.0%	43 4.4%	14 1.4%	986 98%
	- Staff Treatment	2.68	163 17.6%	377 40.7%	325 35.1%	48 5.2%	14 1.5%	927 92%
Hispanic	- Faculty Treatment	3.23	82 39.6%	96 46.4%	25 12.1%	2 1.0%	2 1.0%	207 100%
	- Staff Treatment	2.77	33 17.5%	94 50.0%	50 26.6%	6 3.2%	5 2.7%	188 91%
White	- Faculty Treatment	3.21	1,718 41.1%	1,780 42.6%	562 13.4%	87 2.1%	36 0.9%	4,183 99%
	- Staff Treatment	2.85	887 23.3%	1,763 46.3%	914 24.0%	169 4.4%	73 1.9%	3,806 90%
TOTAL	- Faculty Treatment	3.15	2,204 38.7%	2,384 41.9%	902 15.8%	144 2.5%	60 1.1%	5,694 98%
	- Staff Treatment	2.80	1,138 21.8%	2,343 44.9%	1,398 26.8%	239 4.6%	100 1.9%	5,218 90%

GRAPH 6

STUDENT RESPONSES FOR TOTAL CAMPUS LOCATIONS BY ETHNIC ORIGIN


%
QUESTION 26 - The manner in which I have been treated (respectfulness, courteousness, helpfulness) by the MATC instructors has been ... (Faculty Treatment)
QUESTION 27 - The manner in which I have been treated (respectfulness, courteousness, helpfulness) by the MATC nonteaching employees has been ... (Staff Treatment)
LEGEND
Excellent
Good
OK
Poor
Terrible
Asian
American Indian
Black
Hispanic
White
District Total
100
80
60
40
20
0
24% 17% 39% 23% 31% 18% 40% 17.5% 41% 23% 39% 22%
42% 36.5% 37.5% 35% 39% 41% 46% 50% 43% 46% 42% 45%
27% 39% 19% 32% 24% 35% 12% 27% 13% 24% 16% 27%
5% 5% 1% 5% 4% 5% 1% 3% 2% 4% 2.5% 5%
3% 2% 3% 5% 1% 1.5% 1% 3% 1% 2% 1% 2%
Faculty Staff Faculty Staff Faculty Staff Faculty Staff Faculty Staff Faculty Staff

CONCLUSIONS

Overall, MATC students have been very positive about their experiences at MATC whenever they have been asked.

Unlike most other postsecondary institutions in the state of Wisconsin, "nontraditional" students (women, older persons, and minorities) are not a "new" market at MATC. These students have been a major market served by MATC for many years and have been growing. Student surveys over the last ten years have indicated that all students, including those called nontraditional by some, have rated treatment by faculty and staff highly.

Information obtained from individual students, staff, faculty, and student organizations has indicated that there may be problems in regard to discrimination and limitations of opportunity and access for women and minorities at MATC. Individual instances have been cited by these interested parties. As a result, questions directly related to these problem areas were added to the student survey questionnaire.

The results of the survey indicate that most women and minority students do not believe they have experienced discrimination at MATC. Women believe that educational opportunity and equal access to programs is not a problem at MATC. Some minority students, particularly in day classes, believe there is a problem of educational opportunity and equal access to programs by minorities. Most minorities believe that treatment (respectfulness, courteousness, helpfulness) by faculty and staff was good or excellent.

Although the results of this survey are generally more positive than negative, there is some indication in this study of discrimination against minorities and a perception by minorities that there is a problem at MATC concerning educational opportunity and equal access. These subjects should be addressed by the institution.

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